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A 3-LINE PAPER  
ON  
DOMESTIC VIOLENCE

# DOMESTIC VIOLENCE



THE BOTTOM LINE

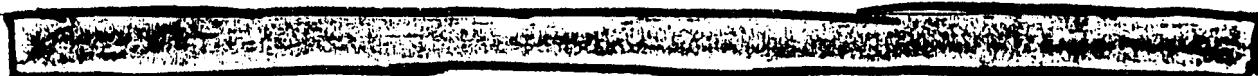


PHYSICAL

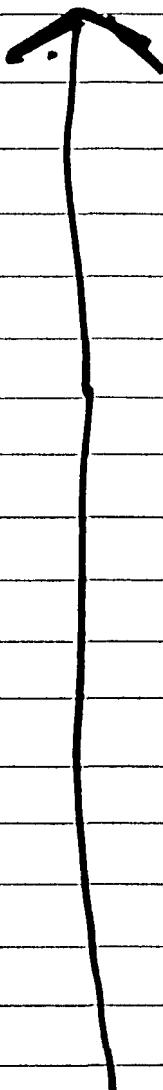
SECONDARY

# THE TOP LINE

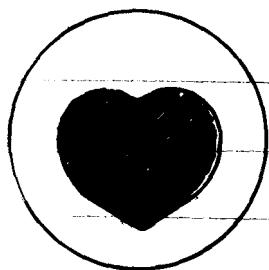
PROBLEM.



PSYCHOLOGICAL  
PRIMARY



# DOMESTIC VIOLENCE



THE TOP LINE



THE MIDDLE LINE

S  
O  
L  
U  
T  
I  
O  
N

LEVEL 1

LEVEL 2

LEVEL 3

FULL CYCLE HUMAN RESOURCE

MANAGEMENT



THE BOTTOM LINE

# (HUMAN RESOURCE MANAGEMENT POLICY)

Solution

F. C. H. R. M.

The Middle Line

LEVEL 1

Early Development  
Energetic

LEVEL 2

Adult Development  
Vibrant

LEVEL 3

Mature Development  
Relaxed

HOME

OFFICE

COMMUNITY

Manager { Primary  
Secondary

Manager

Manager

Environment -

Environment

Environment

Community Support

Established  
Staffing  
Concerns

Phase Out

Schooling

- correction of maladjustment
- preparation for Level 3

TOP LINE

P  
R  
O  
B  
L  
E  
M

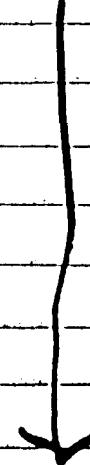
Psychological

Primary



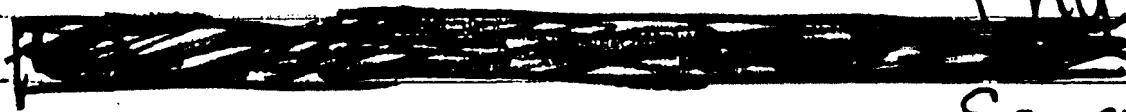
S  
O  
L  
U  
T  
I  
O  
N  
MIDDLE LINE

F.C.H.R.



P  
R  
O  
B  
L  
E  
M  
BOTTOM LINE

Physical  
Secondary



A 3-LINE PAPER

## \* Details Pg 5 and 6 \*

①  
there is where we start looking at "The Middle line" on which the Solution is achieved utilising Human Resource Management, implemented under a Comprehensive Human Resource Management Policy, that provides for Full Cycle Human Resource Development.

Presently, Human Resource Management training and practice, concentrates solely on Personnel Development in the adult work environment, that is, staffing concerns, the 2nd level on the Middle line, which erroneously conveys the impression that the Human Resource, only attains importance and requires good management, as an adult.

This practice, supported by all the insensitive laws and regulations, have been showing, over the years, to be the producer of many social ills.

There are attempts, uncoordinated as they may be at present, to address Human Resource Management, at its 1st and 3rd Levels, the "Early Energetic" and "Mature Relaxed" Stages of Human Development, respectively.

We have some NEW INITIATIVES like,

- (1) Senator Wyatts Bill to Recognize Womens Work In The Home.
- (2) Ministry Of Social Affairs Utilisation of NGO'S In The Delivery Of Social Services.
- (3) The Retired Experts Programme, Using Retired Experts In The Communities Where They Live, For Teaching Purposes.

Then there are the EXISTING ATTEMPTS,

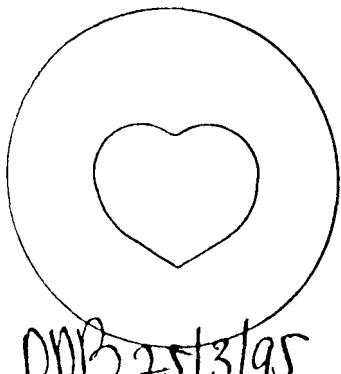
- (1) Ministry Of Community Development, Community Education Programme.
- (2) NGO's Participation In Community Problem Solving, namely The Rape Crisis Centre (RCC), The Various Feeding Groups, The Alternative To Custody Group, and many others.
- (3) The Community Watch Group Activities.

But these and others, operate outside of a "COMPREHENSIVE HUMAN RESOURCE MANAGEMENT POLICY"

Such a POLICY when formulated would have to recognize, FORMALLY, the Managers at LEVEL ONE and Level THREE and give EQUAL Consideration as Exists at LEVEL TWO.

AT LEVEL ONE, we will then RESPECT and APPRECIATE the following:-

- (1) The FIRST MANAGER in the LINE. The WOMAN Managing the GROWTH, BIRTH and EARLY NATURING YEARS of the HUMAN RESOURCE, with reasonable Compensation being dispensed.
- (2) That ADEQUATE, EFFICIENT and COMFORTABLE space, must be made available in order to properly MANAGE the HUMAN RESOURCE at this Crucial Stage of Its DEVELOPMENT.
- (3) That COMMUNITY SUPPORT SERVICES has to be in place and FULLY OPERATIONAL.
- (4) That the SCHOOL CURRICULUM, spreads the GOSPEL of EQUAL BUT DIFFERENT INDIVIDUALS, emphasising the IMPORTANCE of the KNOWLEDGE OF SELF, before the HARMONY OF SHARING IN COMPANIONSHIP.



DOB 25/3/95

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AT LEVEL TWO, Good Working Guidelines have already been FORMULATED. The Experts will now have to be INTRODUCED , if they are not already there, to CORRECT any Lingering Maladjustments, carried over from adhering to years of BAD EXAMPLE, set by our Past Leaders.

These EXPERTS will also have to PREPARE EVERYONE for the next LEVEL of HUMAN DEVELOPMENT, the Mature, Relaxed Phase, LEVEL THREE.

AT LEVEL THREE, the same emphasis on RESPECT and APPRECIATION will APPLY in:-

- (1) The Provision OF Reasonable Compensation For Labour and Adequate and Safe Environments To PERFORM IN.
- (2)A " PHASE OUT PROGRAMME " to allow those who have no more ENERGY to GIVE, to be RECIPROCATED in CARE by the YOUNG ONES who are now fully CONSCIOUS of the CONSIDERATION given at all LEVELS/STAGES of HUMAN DEVELOPMENT and EAGER AND WILLING to join the LINE at LEVELS TWO and THREE, when their number is CALLED.

Concluding That VIOLENT BEHAVIOR WILL Only Emanate From Individuals With  
CHEMICAL IMBALANCES In The BRAIN, Since Civilisation Has Adjusted Its Structure  
To Correct Societal Disadvantages.

( FLIP TO CHART TEN )

A 3-LINE Paper On DOMESTIC VIOLENCE. A TOP LINE PROBLEM

A BOTTOM LINE PROBLEM

A MIDDLE LINE SOLUTION.

THANK YOU LADIES AND GENTLEMEN FOR YOUR PATIENT ATTENTION, WITH SPECIAL  
THANKS TO THE NATIONAL WOMENS CAUCUS FOR ALLOWING ME THIS OPPORTUNITY  
TO SHARE SOME OF MY RESEARCH WITH YOU.

